



# Haryana Government Gazette

## EXTRAORDINARY

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### HARYANA GOVERNMENT

#### HEALTH DEPARTMENT

#### Order

The 21st November, 2016

**No. 25/18/2016-6HB1.**— The subject of increasing retirement age of the HCMS doctors of Health Department, Haryana has been engaging the attention of the State Government for some time;

2. Now, the Governor of Haryana is pleased to order as follows:-

- (i) An offer be given to all those doctors who have retired from HCMS prior to coming into force of this notification, and are below 65 years of age, to get re-employed in the Health Department on the principle of last pay drawn minus pension for discharging only clinical duties. This offer may be given to only those doctors who are below 65 years of age and have at-least one year remaining to attain the age of 65 years on the date of filing their application for re-employment. They may indicate three hospitals in Haryana, in the order of priority, where they would like to get posted for performing clinical duties against vacancies.
- (ii) Their pay will be notionally fixed in the revised pay scales after 1st January, 2016 and on that basis their revised pension will be deducted from the revised pay and the remaining will be given to them as the salary. They will also be entitled to the benefit of DA as announced by the Government from time to time. The benefit of DA will be admissible towards pension as well as revised salary. NPA will also be admissible on the revised pay.
- (iii) The retirement age of the doctors who are still in service be increased from 58 years at present to 65 years for performing only clinical duties after attaining the age of 58 years. All such doctors will cease to hold administrative posts of Dy. Chief Medical Officer, Chief Medical Officers, Civil Surgeons, Directors, Additional Director Generals, Director General or any other equivalent post on attaining the age of 58 years. During the extended period beyond 58 years they will be assigned only clinical duties.
- (iv) Two months prior to attaining the age of 58 years, doctors will be asked to apply for extension beyond 58 years and also indicate three hospitals of their choice in Haryana in the order of preference for working in clinical capacity. The condition of two months will be applicable *w.e.f.* 1st February, 2017. The doctors retiring on 31st December and 31st January may apply within 3 weeks of coming into force of this policy and the doctors retiring on 30th November, 2016 may apply immediately on coming into force of this policy. The condition of two months may be relaxed by the Government for justifiable reasons.

- (v) During the extended period beyond 58 years the doctors will continue to be governed by the Conduct Rules as well as Haryana Civil Services (Punishment & Appeal) Rules.
  - (vi) The service beyond the age of 58 years will be counted towards qualifying service for ACP, increments, and other benefits if applicable.
  - (vii) Health Department will issue separate orders for suitably re-designating the doctors who may be re-employed or whose services are extended beyond 58 years for performing clinical duties in Haryana in accordance with this policy.
  - (viii) The facility of re-employment on 'last pay drawn minus pension' principle would be available only to the doctors who have retired prior to coming into force of this policy. After coming into force of this policy if a doctor does not wish to perform clinical duties and seek voluntary retirement, he/she will not have the option of coming back for re-employment later on.
  - (ix) In case a doctor does not wish to work in clinical capacity upon attaining the age of 58 years, he/she will have the option to seek voluntarily retirement at the age of 58 years with full pension.
  - (x) When a doctor expresses a desire to continue beyond 58 years for performing clinical duties, their application will be examined by the office along with their service record and conduct during last 10 years. Extension beyond 58 years will be granted only if the service record of these years has been satisfactory; no charge sheet for major penalty is pending; and integrity has never been doubtful. However, if a charge sheet for major penalty is pending, the extension in service may be granted subject to outcome of the pending disciplinary proceedings.
  - (xi) Health Department will devise appropriate proforma for monitoring the performance of doctors performing clinical duties after age of 58 years. For administrative purposes the normal hierarchy of the hospital/institution will continue to work as such. The performance of doctors beyond 58 years as recorded in the appropriate proforma will be forwarded by the institutional head to the office of DG, on periodic basis, on the basis of which their annual confidential report etc. will be written. No person junior to them will write the ACR. If no senior person is available in the supervisory hierarchy, the ACS Health and HM will be the Reporting and Reviewing Authority. The ACR however will be written on the basis of the performance report received.
  - (xii) In the event of poor performance being reported repeatedly or on a charge of serious misconduct, the normal Haryana Civil Services (Punishment & Appeal) Rules will be applicable and action as per law would be taken.
3. These orders will come into force *w.e.f.* their notification in the Official Gazette.

Chandigarh:  
The 21st November, 2016.

RAJAN GUPTA,  
Additional Chief Secretary to Government Haryana,  
Health Department.